

INFORMATION PAPER

DEOMI-CH

27 January 2003
(revised)

SUBJECT: Training objectives for proposed Chaplain Equal Opportunity and Diversity Training Initiative

1. PURPOSE: To provide background information and training objectives for proposed Chaplain Equal Opportunity and Diversity Training Initiative.

2. BACKGROUND:

- a. This is a pro-active approach to avoid future equal opportunity problems within the Chaplain Service and facilitate chaplain/equal opportunity advisor utilization.
- b. Research conducted at the Defense Equal Opportunity Management Institute (DEOMI) on religious accommodations, diversity, discrimination and pluralism identifies objectives and provides rationale for the introduction of chaplain-specific equal opportunity and diversity training in addition to what is provided by unit level equal opportunity advisors and Chaplain School instructors.
- c. Recent allegations of discrimination within the Chaplain Corps warrants consideration of additional training that may prevent unequal treatment or its perception within the naval chaplaincy.

3. Training Objectives: addresses the impact of discrimination on mission readiness.

- a. Religious diversity within the Navy, such as the growing presence of non-traditional religions, creates new challenges for the facilitation of religious exercise. Chaplains should understand that religious minorities present non-traditional requirement concerns that deal with diet, rituals, and apparel. Chaplains must be able to effectively communicate the compatibility of non-traditional religious practices and requirements at all levels in the chain of command.
- b. Clarify confusing specific religious minority requirements and rituals; examine lawful and unlawful religious discrimination, and consider the various interpretations by the Service Secretaries of the legal basis for religious exercise in the Department of Defense.
- c. Examine the frequent linkage between a leader's denial of religious accommodation and allegations of religious discrimination; offer strategies to promote positive outcomes.
- d. Outline the EO program - associated responsibilities shared by chaplains and equal opportunity advisors; suggest implementation strategies. For example, while chaplains do not serve as EO officers, chaplains and equal opportunity advisors (EOAs) do advise commanders on moral issues and provide input to programs that emphasize Navy core values. Chaplains and EOAs can discover mutual tasks that foster morale, teamwork, and communication.
- e. Explore the commonality between the chaplain and the equal opportunity advisor in training, advisory roles and religious accommodation and discrimination issues.
- f. Provide a forum for chaplains of all faiths to discuss prejudice, the perception of bias, religious discrimination, and the role of women and minorities in ministry as they are linked to theological and social perspectives. This transcends the level of training provided by equal opportunity advisors.
- g. Reintroduce the concepts of pluralism, religious accommodation and religious freedom in the context of equal opportunity, and build upon the real-life experiences of chaplains following initial training.
- h. Provide interaction with subject matter experts in the area of socialization, perception, racism, religious accommodation, diversity and discrimination to enhance existing levels of training.

i. Sources of additional information include:

- (1) Department of Defense Directive 1300.17, *Accommodation of Religious Practices Within the Military Services*, 3 February 1988.
- (2) SECNAVINST 1730.7A, *Religious Ministries within the Department of the Navy*, 2 September 1993.
- (3) OPNAVINST 5354.1E, *Navy Equal Opportunity Manual*, 22 January 2001.

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